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ABSTRACT

The Career Interest Test (second edition) is a 63-item forced choice and individually administered assessment of 7 vocational interest categories: Outdoor, Practical, Scientific, Creative, Business, Office, and People Contact. The test is designed for use in educational and vocational contexts. The item content has been revised from the earlier 1989 edition developed by the author and others, and the Career Interest Test is now made freely available to registered psychologists. Descriptive data on some 900 Australian high school pupils and occupational data are provided, together with information relating to the concurrent validity of the 7 categories. The Career Interest Test is attached. (Contains 12 tables, 6 figures, and 16 references.) (Author/SLD)

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OCCASIONAL PAPER
Number 12

A BRIEF, FREE AND STANDARDISED ASSESSMENT OF INTERESTS FOR USE IN EDUCATIONAL AND VOCATIONAL GUIDANCE

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J. Athanasou

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March 2000

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The *Career Interest Test* (2nd edition) is a 63-item forced choice and individually administered assessment of seven vocational interest categories: Outdoor, Practical, Scientific, Creative, Business, Office and People Contact interests. It is designed for use in educational and vocational contexts. The item content has been revised from the earlier 1989 edition and the Career Interest Test is now made freely available to registered psychologists. Descriptive data on some 900 Australian high school pupils and occupational data are provided together with information relating to concurrent validity of the seven categories.

A Brief, Free And Standardised Assessment Of Interests For Use In Educational And Vocational Guidance

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The *Career Interest Test* (2nd edition) is a 63-item forced choice and individually administered assessment of seven vocational interest categories: Outdoor, Practical, Scientific, Creative, Business, Office and People Contact interests. It is designed for use in vocational contexts as a practical guide to educational and vocational planning. The item content has been revised from the earlier 1988 edition and the *Career Interest Test* is now made freely available. Descriptive data on some 900 Australian high school pupils and occupational data are provided together with information relating to concurrent validity of the seven categories.

The *Career Interest Test* is intended for use primarily by adolescents seeking career guidance, such as students wondering what career to follow, high school pupils choosing a course of study or trying to eliminate less interesting options. The test, an interest profile sheet and a related interest classification seek to provide a practical starting-point for thinking about jobs and careers.

The *Career Interest Test* offers counsellors and careers advisers information at low cost and with brief testing time. It provides one way in which people may learn about occupational options. Results can be used to provide reassurance about choices, to narrow the range of options or to stimulate career exploration by indicating the types of work that individuals may want to explore. It is based on the premise that vocational interests (ie, activity preferences) may be inferred from consistent patterns of likes and dislikes. The seven areas assess an individual's preferences for participating in different types of activities.

The test was developed for use by career advisers, vocational guidance officers, psychologists and rehabilitation or employment counsellors. It can be used as an alternative and less costly replacement for questionnaires that are not considered culturally relevant or suitable for many Australian contexts. The purpose of this paper is to place the *Career Interest Test* in the public domain and to make it available to a wider audience.

DESIGN CRITERIA

The *Career Interest Test* was developed to meet the need for a comprehensive Australian interest test that would be useful for a variety of employment goals. Some criteria that served as guides during the early phases of development:

- A manageable range of interest categories;
- Sufficient categories for a comprehensive evaluation;

- Easy and accurate administration;
- A combination of items from jobs, courses and activities;
- Interpretation procedures that report and display personal results; and
- A test with high technical qualities within an easily understood framework.

The second edition continues this tradition and the changes from the first edition are slight. They involve the replacement of one duplicate option in the Courses section of the Careers Interest Test and the minor rewording of two Activities items.

OVERVIEW

The *Career Interest Test* contains seven interest categories or scales organised into three parts: (a) job choices, (b) courses, and (c) activity interests. The test comprises 63 questions made up of 126 forced choices from 18 Practical, 18 Scientific, 18 Creative, 18 Business, 18 Office and 18 People Contact interests. Every item had to meet criteria of recognition and familiarity.

The *Career Interest Test* is contained in one test booklet with separate provision for recording responses. An interest profile is supplied for interpreting test performance. Personal interest profiles have been designed to provide a graphic representation of information contained in the various scores. In addition to the test booklet, answer sheet, and profile, a related classification of occupations into interest categories is provided. Users are permitted to reproduce both the answer sheets and profile sheets without restriction.

ADMINISTRATION TIME

Unlike most other interest surveys the *Career Interest Test* is designed to be administered individually. It is administered verbally on a one-to-one basis and therefore does not involve any reading requirements.

It is possible for the Career Interest Test to be used with classes or groups for career education, job-seeking or research purposes. It was published originally as a paper-and-pencil test for use with groups. (A commercial, computer-based and automatically-scored version of the *Career Interest Test* is also available from New Hobsons Press).

The administration to a group takes approximately 10 minutes. The majority of people take the *Career Interest Test* without any special interpretation or procedural problems, although some special cases may be slower to respond. All specific administration instructions have been integrated into the test materials. Scoring requires very little time since it involves simply counting the "like" or ticked responses in each of the seven categories.

DESCRIPTION OF THE INTEREST CATEGORIES

Australian studies of vocational interests have acknowledged differences in occupational terminology and/or the need for an Australian measure. Central to the *Career Interest Test* are the seven interests located on two major work-task dimensions. As a basis for career choice, it is suggested people possessing interests similar to a particular occupational category will probably find that employment rewarding.

Each category reflects the principle that vocational interest types include a broad and complex set of likes and dislikes. This is reflected in the three-facets. Each interest category or scale attempts to sample a number of occupational, educational, and leisure elements. Thus, each scale includes choices from job titles, things people prefer to learn and activity interests that they like. The category names and descriptions are outlined for users below.

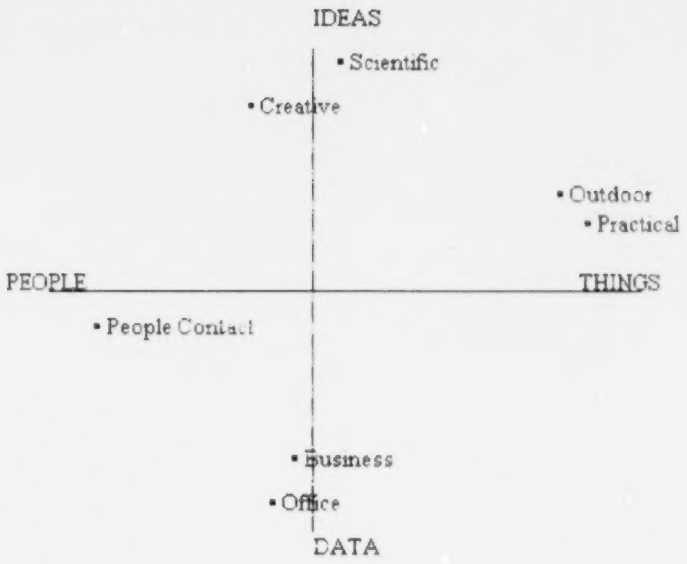

Figure 1. Career Interest Test categories and work-task dimensions

The categories can be considered as falling into the two broad dimensions of People versus Things and Data vs Ideas (see Figure 1).

ADMINISTRATION AND SCORING

The *Career Interest Test* was designed for persons 15 years and over who want to explore and understand their pattern of vocational interests. Completion of the *Career Interest Test* requires the voluntary and active participation of respondents in a non-threatening setting and where people understand the purpose of the assessment. No attempt is made to disguise the purpose of the *Career Interest Test* since it is intended for use in career education, guidance and counselling. Some aspects of the instructions are outlined below.

Individual Administration

Step 1

Read the following instructions "This test is used to help you understand your interests. It may show you some kinds of careers you might find satisfying. There are many jobs, course and activities from which you can choose. Pick the one you prefer the most. It does not matter if you are not able to do these at present.

Step 2

Commence the first part with "Which would you prefer FARMER or MECHANIC?" Then "DOCTOR or PILOT? ARCHITECT or SCIENTIST?..." Continue until all 21 occupational pairs have been completed. Record the responses on the answer sheet.

Step 3

Commence the second section with "Which would you like to learn? GEOGRAPHY or TECHNICAL DRAWING? CHEMISTRY or METALWORK? MUSIC or BIOLOGY?..." Continue until all 21 pairs of courses have been completed. Indicate that there is just one more group to be answered.

- *Outdoors*

Outdoor interest means that you like to work and move about outside. It also involves caring for animals and growing things. Farmers, foresters, landscape gardeners, surveyors, and sportsmen/sportswomen are among those high in outdoor interests.

- *Practical*

Practical interest means that you like to work mainly with tools and equipment, making and fixing things as well as operating machines. Jobs in this area include pilots, factory workers, technicians, and engineers.

- *Scientific*

Scientific interest means that you like to discover ideas, observe, investigate and experiment. It includes medical and health occupations. Doctors, pharmacists, zoologists, dentists, chemists, physicists have high scientific interests.

- *Creative*

A creative interest means that you like to express yourself. It includes artistic, musical, and literary occupations. An artistic interest shows that you like to design and create objects, appreciate beautiful things practise design, or decorate things around you. Artists, photographers, signwriters, and designers all do 'artistic' work. Musical interest means you like composing, dancing, singing, or playing musical instruments. Dancers, musicians, and entertainers have musical interests. Literary interest means that you like books, writing, and dealing with ideas. Literary jobs include actors, writers, editors, reporters and advertising jobs.

- *Business*

Business interest means that you like meeting people, talking, discussing, and leading others such as in law, politics, buying and selling. It also involves business relations with people, as with travel agents, shopkeepers, executives, and managers.

- *Office*

An interest in office work means you like working indoors, and clerical tasks which involve organising and being accurate. It can involve planning and controlling. Clerical jobs such as secretary, office worker, receptionist, bank clerk, or computer operator are in this category. An interest in office work also means you like to work with numbers and do calculations such as in finance or statistics. A high interest in this area means that you might like such office jobs as computer programmer, barrister, or economist.

- *People Contact*

An interest in people contact means that you like to work mainly with people or that you are concerned about their social welfare. The work of teachers, nurses, police officers, and welfare workers involves a great deal of personal contact. An interest in working with people can also include jobs such as sales, cashiers, waiters, and secretaries.

Step 4
Commence the last section with "Which would you like to do? LOOK AFTER ANIMALS or OPERATE POWER TOOLS? EXPERIMENT IN A LAB or FIX CARS? CREATE A SCULPTURE or DISSECT SPECIMENS?..." Continue until all 21 activity pairs have been completed. Thank the respondent and indicate that the test sorts his/her preferences into seven groups. He/she will be given a copy of the results.

Sometimes a choice may be difficult for someone. In those instances users might encourage people and/or might say something like "If you *had* to choose, which one would you choose?". Also users should feel free to explain the meaning of any occupations or courses or activities that are unfamiliar to a person.

Group Administration
The reading level for the instructions was judged to be around the Year 5/6 level. For groups it is important that the administration is supervised.

Step 1
Hand out a printed version of the *Career Interest Test* and an answer sheet. Copies are attached and professional users are free to reproduce these without restriction.

Step 2
Read the instructions on the cover to introduce the *Career Interest Test*. Ask people to follow while you read.

Step 3
Emphasise that: (a) they must tick only one choice in each question; (b) they should tick what they prefer not what they can do; (c) if they make a mistake just ask them to cross out the incorrect answer.

Step 4
Before commencing, check that each candidate understands what they have to do. Tell them there is no time limit. Supplement the instructions with informal directions. Explain some occupations or courses if required.

Collect all answer sheets at the conclusion and check that all the details have been completed. Check the answer sheets to see that there are no double ticks or omitted answers.

Scoring
The Career Interest Test is easy to score. For group users a scoring key is provided to indicate how each response option is categorised as Outdoor, Practical, Scientific, Creative, Business, Office or People Contact. Scoring of group response sheets is straightforward but it can be time consuming if there are large numbers of persons involved. For individual administration there is a response sheet in which each option is categorised and the total responses for each of the seven categories is added. After scoring check that the total of all the seven scores equals 63. Transfer the scores and details to a Personal Profile sheet.
Career Interest Test scores in each category are used to compare the level of interests directly. The scores on the *Career Interest Test* categories range from 1 to 18 and can be interpreted

directly without reference to a table of norms. The actual distribution of scores is shown in Table 1. They can also be described as very low to very high using the labels in Table 2.

Table 1. Distribution of scores

Interest score	Proportion
0	1%
1	6%
2	1.7%
3	2.8%
4	4.9%
5	6.4%
6	8.7%
7	9.4%
8	10.5%
9	10.4%
10	9.6%
11	9.7%
12	7.8%
13	6.2%
14	4.5%
15	3.2%
16	1.8%
17	7%
18	1%

Source: CIT Manual, 1988, p. 30

Table 2. Descriptive labels for scores

DESCRIPTION	SCORE
Very Low	0-3
Low	4-7
Medium	8-11
High	12-14
Very high	15-18

Results from the *Career Interest Test* allow inferences to be made about a person's relative level of preference for each interest category. Scores describe the extent or direction of preference and not the relative standing in a general comparison group, such as that provided by standard scores or percentile ranks[1].

INTERPRETING THE RESULTS

There are two main steps.

- *Career preference* – a person's preferences can be described by his/her highest scores; and
- *Career clarity* - the clarity or pattern of a person's seven interest scores can be examined.

[1] Percentile ranks are used in some tests to indicate the percentage of persons in a norming sample who had scores the same as or lower than an individual's score. It should be emphasised that standing at the 50th percentile can mean quite different things depending on the nature of the normative sample – men, women, high school pupils, employees, applicants or guidance clients. Furthermore users cannot interpret differences in percentile ranks as absolute differences in level of interest. That is, one cannot always say that the 80th percentile rank would mean a greater personal interest than say a 50th percentile rank.

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CAREER INTEREST TEST
Test Results

Date 20.12.88

Name: Ben T.
Background Details

Age: 15	Sex: Male
Education:	Year 9
Place of Testing:	Mentor Psych. Consultants
Main Hobby:	Soccer or surfing
Job Choice:	Locksmith

This is a summary of his scores on seven work interest categories

INTEREST CATEGORY	Score	Rank	Rating
OUTDOOR	12	2	High
PRACTICAL	15	1	Very high
SCIENTIFIC	8	4	Medium
CREATIVE	7	5	Low
BUSINESS	11	3	Medium
OFFICE	6	6	Low
PEOPLE CONTACT	4	7	Low

Career interest
His major interest is in Practical activities followed by Outdoor and Business activities.
Practical interest means that you like to work mainly with tools and equipment, making and fixing things as well as operating machines. Jobs in this area include pilots, factory workers, technicians, and engineers.

Figure 2. Sample interpretation of career preference from a set of results

Career preference

Each person's career preferences are defined by the highest scores on the *Career Interest Test*. The highest interest categories indicate preferred ways of responding and are related to personal characteristics including their abilities. These highest scores are most important for exploring careers.

Simply determine the rank order of interest categories. Small differences in scores (1-3 points) should be ignored when determining the ranking of career preferences. It may be the case that someone has one, two or even three categories that score closely together. To my mind, all the high scoring categories should be explored (see Table)

Career clarity

The degree of clarity looks at the pattern of scores. Some people have many interests and may not have any special high scores. If you were to draw a chart of their interest scores it would be relatively flat without variation. In Figure 3 there is an example of a profile without much variation in scores. In this case we cannot make any confident predictions about what a person likes.

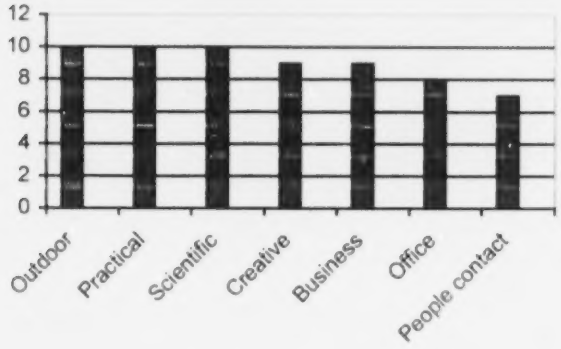

Figure 3. A profile that is undifferentiated and with low clarity of interests

Figure 4 is another profile but it shows greater differentiation in interests. There are two or three higher categories and some other categories that are relatively low. You can have much greater faith in making predictions when an interest profile is clearly differentiated.

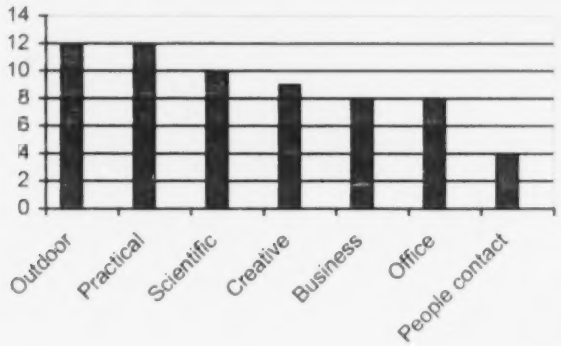

Figure 4. A profile that is differentiated and with obvious clarity of interests

Subtracting the highest from the lowest score can give a guide to the level of differentiation but it is only a rough approximation. Figure 5 is a sample interpretation of a person with quite clearly differentiated interests.

CAREER INTEREST TEST
Test Results

Date 4.1.89

Name: Katherine M.
Background Details

Age: 15	Sex: Female
Education:	Year 10
Place of Testing:	Bethlehem College
Subject Interest:	*French*
Main Hobby:	Acting/Drama
Job Choice:	Actress

This is a summary of his scores on seven work interest categories

INTEREST CATEGORY	Score	Rank	Rating
OUTDOOR	3	6	Very low
PRACTICAL	7	5	Medium
SCIENTIFIC	2	7	Very low
CREATIVE	14	2	High
BUSINESS	15	1	Very high
OFFICE	8	4	Medium
PEOPLE CONTACT	14	2	High

Career interest
Her major interests are in the fields of Business, Creative and People Contact activities.She has a combination of interests that can be described in the following ways.

- Business interest means that you like meeting people, talking, discussing, and leading others such as in law, politics, buying and selling. It also involves business relations with people, as with travel agents, shopkeepers, executives, and managers.
- A creative interest means that you like to express yourself. It includes artistic, musical, and literary occupations. An artistic interest shows that you like to design and create objects, appreciate beautiful things practise design, or decorate things around you. Artists, photographers, signwriters, and designers all do 'artistic' work. Musical interest means you like composing, dancing, singing, or playing musical instruments. Dancers, musicians, and entertainers have musical interests. Literary interest means that you like books, writing, and dealing with ideas. Literary jobs include actors, writers, editors, reporters and advertising jobs.
- An interest in people contact means that you like to work mainly with people or that you are concerned about their social welfare. The work of teachers, nurses, police officers, and welfare workers involves a great deal of personal contact. An interest in working with people can also include jobs such as sales, cashiers, waiters, and secretaries.

Her interests are reasonably well-defined and she is clear about the types of activities she does not prefer.

Figure 5. Sample interpretation of career preference from a set of results with a profile that is differentiated and with obvious clarity of interests

Career coherence

In the earlier edition of the Career Interest Test reference was made to interpreting the coherence or consistency in people's career choices. While this may have some benefit it is now regarded with some caution as exceptions to coherent interest patterns may occur for all sorts of valid reasons.

Over many years interest researchers have described how some interest preferences are expected to be closer together. Normally high outdoor and practical interests, high outdoor and scientific, high practical and business, high creative and people contact, high business and office, and high office and people contact work preferences might be expected to be close. There

are exceptions and these occur frequently. High levels of coherence imply notionally consistent patterns of work activity preferences. On the other hand combinations such as high outdoor and office, high practical and office, practical and people contact, high business and scientific, and high creative and office are not expected to coincide. Again, this describes a general pattern and there may be exceptions to this rule. Low levels imply contra-indications in the expected pattern of work activity preferences. For some people a low level of coherence may be an outcome of their background and experience. It may indicate a broader spread of work-activity preferences than many other people.

PRACTICAL ASSISTANCE

I recommend that the *Career interest Test* is always used in conjunction with a thorough careers interview and as part of a career exploration program for a person. It should not be used in a 'test-and-tell' fashion. The *Career Interest Test* is helpful in a career guidance context where there is insufficient information available to a person for them to decide about their current career interests. If a person's areas of career interests are clearly defined and stated then it suffices to use simple resources such as the classification of careers by interest categories, which is described below and attached. Adult users with sufficient life and work experiences would benefit by using a resource such as the *Career Interest Card Sort* (Athanasou & Hosking, 1998).

In providing assistance there are a number of obvious factors other than interests that should be taken into account. These include special talents, educational achievements, a persons' temperament, the range of opportunities, work experience, occupational information, one's personal values and any limiting factors that cannot be overcome.

Results from the *Career Interest Test* should be used to search for occupations that are compatible with scores on the highest interest categories. Practical assistance is available in the form of a Personal Profile handed to each person, a World of Work Map (Prediger, 1976) and a Classification of Occupations by Interest Categories (see Attachments).

The Personal Profile

The Personal Profile describes the seven interest categories and gives each person a summary of their results. A profile or graph of the scores can also be drawn in order to make comparisons between scores easier to see. A copy of the Personal Profile is attached.

World of Work Map

The World of Work Map arranges the *Career Interest Test* categories based on their involvement with data vs ideas or people vs things. It locates occupations on the map so that related jobs may be explored. A copy of the World-of-Work Map is attached. The map was based on an analysis of high school pupils' choices but you may find that some careers that are close together on the map are not closely related occupations; I agree, nevertheless it is a useful way in which to describe a vast number of jobs.

Classification of Occupations by Interest Categories

One of the most helpful products for users of the *Career Interest Test* is the classification of careers by interest categories. Jobs which have a relationship to a career type are sorted by educational level into those requiring degrees, diplomas, certificates, trades or other qualifications. Take the highest interests score(s) and search for relevant occupations within one or more interest categories. A copy of the Occupations by Interest Categories is attached.

APPLICATIONS

User qualifications and training

The *Career Interest Test* has been designed for use by a variety of professional groups. Users will include vocational counsellors, psychologists, career guidance officers, careers advisers, personnel consultants, teachers, rehabilitation counsellors and researchers.

Applications

The comprehensive nature of the interests in the *Career Interest Test* makes possible an extensive variety of applications in educational and vocational settings.

- *Individual Assessment* The *Career Interest Test* may be appropriate for identifying some individuals with special interests (eg. talented students) and those with discrepancies between their potential interests and activity involvement (eg. disadvantaged groups). Motivational measures such as the *Career Interest Test* can complement the information provided by interview and other testing.

- *Diagnosis.* The *Career Interest Test* may be used to examine patterns in interests. It may be used to describe high and low interests and any patterns which may be confusing vocational choices (eg. high Scientific and high Business interests). Interest questionnaires such as the *Career Interest Test* are not helpful for those who are test anxious, disturbed, or who are unmotivated.

- *Selection and Placement.* The *Career Interest Test* may be used when counselling individuals for course placement at technical colleges, adult education or in other courses. Results may be used as an aid to assemble interest groups for special programs (eg. photography, art, music, literature, science). Although not designed for this purpose, the test has been used with occupational selection. It may be used as a basis for specifying minimal levels of interest for entry into training programs or employment schemes.

- *Guidance.* Many job and career choices are made on the basis of serendipitous factors rather than a careful analysis of interests. The *Career Interest Test* offers a systematic way of categorising preferences. A person is given a chance to indicate what jobs, courses or activities they prefer and can then look for jobs or careers that match their work interests. One aim is to draw attention to occupations that might have been unfamiliar or overlooked.

- *Career Exploration.* Information from the *Career Interest Test* may be used to examine the number of vocational alternatives considered, to examine the value of work interests as a basis for choice, and to ensure satisfaction with current choices. It may be appropriate for planning broad goals. Results may assist employment counsellors to structure the nature of the individual's likes and dislikes, and to provide valuable information for parents, advisers and counsellors.

- *Prediction.* The *Career Interest Test* together with cognitive tests may be used as one aspect of predicting future performance in educational situations.

- *Evaluation.* The *Career Interest Test* is convenient for comparing groups or evaluating the effects of special programs (eg. career education, work experience, computer assisted guidance).

- *Research.* The potential research functions of the *Career Interest Test* are extensive, in that it provides measurements across a variety of interests. It may be used to provide predictor and/or criterion measures in many kinds of studies, and is useful for describing the characteristics of subjects included in a sample.

DEVELOPMENT OF THE INTEREST SCALES

The development of the *Career Interest Test* is part of a long-term program of research (see Athanasou, 1977, 1980, 1985 a,b, 1986, Athanasou & Evans, 1983, Athanasou, Hall, Fox & Jenkins, 1980; Athanasou, O'Gorman & Meyer, 1981, 1986). The initial emphasis was pilot testing to find questions that were familiar to a majority of subjects and interest categories that are useful to Australian users. This ensured questions that are novel, interesting and culturally relevant. Lists of occupations, study courses and activities arranged in interest groups were administered to over 500 people in rural and metropolitan areas to determine people's preferences. Complete link clustering (Johnston, 1967) was used to develop homogeneous groups of questions. Questions comprising each category were selected to correlate higher with their total score, than any other category. Subsequent item-analyses correlated each item with the category totals, until such time as the initial categories had maximal internal-consistency. Statistical and technical details of some earlier experimental work have been reported previously. However, there were significant problems with these open-ended surveys in that some people ticked very few questions while others indicated a very large number of preferences. Moreover it was difficult to determine relative preferences. Practitioners also opted for a test format that made people choose between activities.

In the final stage the categories were fixed at seven and preference was made for an idiographic approach to interest measurement. The idiographic approach to interest measurement focuses on the individual and considers the overall lawfulness of a person's behaviour. A pair-comparison question technique was utilised and additional questions were trialed in order to produce 126 items based on 63 paired choices. Initial field testing of the test has been conducted at five high schools with 650 pupils from years 9 to 11.

In the second edition a number of items were re-worded (Home Economics to Home Science; Experiment in a laboratory to Experiment in a lab; Dissect biology speciments to Dissect specimens; Go bushwalking to Go hiking or bushwalking; Collect weather data to Collect weather details; Type letters to Type some letters). Only two options out of the total of 126 were changed. These were in the Courses section where two scientific options were duplicated (Chemistry was changed a second time to Botany/Horticulture; and Geology was changed on the second time to Medicine).

Reliability

Test-retest reliabilities were determined for high school pupils over a period of 2-3 months and for 4-5 months but the sample sizes were not recorded in the original manual. For 2-3 months test-retest correlations are high and range from 0.85 to 0.96; as expected, they decline over a period of 4-5 months and ranged from 0.67 to 0.87.

Table 3. Test-Retest Reliability

Category	Mean scores Time 1	2-3 months Time 2	Reliability	Mean scores Time 1	4-5 months Time 2	Reliability
Outdoor	7.1	7.1	.89	6.3	7.6	.67
Practical	6.8	6.7	.89	6.7	6.3	.74
Scientific	8.3	8.5	.87	7.9	8.0	.79
Creative	10.4	10.1	.90	10.0	10.1	.73
Business	11.1	11.1	.96	12.5	11.6	.69
Office	9.2	9.4	.85	9.0	8.3	.69
People contact	9.7	9.7	.93	10.5	10.7	.87

Source: CIT Manual 1988, p.31

Validity information

Normative data were obtained from samples of high school pupils (N=935) in rural and metropolitan areas. The available demographic data indicated that the average age was 15.1 years (SD=0.7) and the median education level was Year 10.

(a) Average scores on the Career Interest Test categories of Practical and People Contact reflect differences in gender socialisation.

Table 6. Average scores on the Career Interest Test for males and females (N=865)

Gender		Average Score						
		Ou	Pr	Sc	Cr	Bu	Of	Pc
Males	N=335	8	10	8	9	10	9	8
Females	N=532	7	6	8	10	11	10	11

Figures rounded

(b) The intercorrelations between the category scores on the *Career Interest Test* are ipsative scores reflecting the forced-choice nature of responses and the matrix displays the expected low independent correlations between categories.

Table 7. Interest category intercorrelations (N=935)

	OU	PR	SC	CR	BU	OF	PC
OU	1	0.19	-0.05	-0.22	-0.43	-0.37	-0.12
PR		1	-0.17	-0.13	-0.27	-0.37	-0.46
SC			1	-0.36	-0.29	0.06	-0.19
CR				1	0.20	-0.26	-0.00
BU					1	0.09	-0.06
OF						1	-0.07
PC							1

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(c) Multidimensional scaling (non-metric) of the interest categories is mainly along two dimensions (see Table 8 and Figure 6).

Table 8. Multidimensional scaling report (N=935)

Variables	Dim1	Dim2
OU	-0.2970	-0.0166
PR	-0.3137	0.1377
SC	-0.0883	-0.3169
CR	0.1021	0.2801
BU	0.2536	0.1358
OF	0.1914	-0.2342
PC	0.1519	0.0142
Stress	0.28	0.09

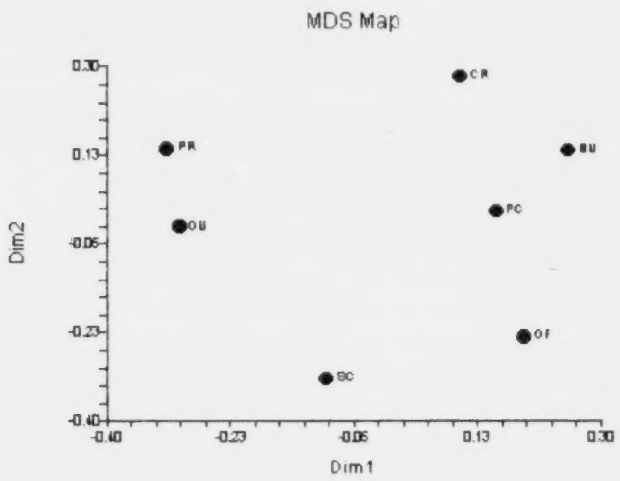

Figure 6. Multidimensional scaling analysis of the Career Interest Test categories

(d) Relationships between occupational preferences, course preferences and activity preferences are positive but inferences should not be made about career interests only from one source. Information from job, course and activity preferences overlaps but each contributes in its own fashion (see Table 9).

Table 9. Inter-relationship between job, course and activity preferences

INTEREST CATEGORY	JOB AND COURSE PREFERENCES	JOB AND ACTIVITY PREFERENCES	COURSE AND ACTIVITY PREFERENCES
OU	0.46	0.35	0.27
PR	0.52	0.48	0.45
SC	0.32	0.31	0.42
CR	0.48	0.44	0.43
BU	0.14	0.26	0.17
OF	0.51	0.40	0.34
PC	0.46	0.31	0.31

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(e) Self-estimates of interests were positively related to scores on the *Career Interest Test.* The validity of interest scores and self-estimates, rated very low interest (1) to very high interest (7) (N=94 high school pupils, years 7-8) is indicated in Table 10.

Table 10. Correlation of Career Interest Test score and self-estimates

INTEREST CATEGORY	CIT SCORE AND SELF-ESTIMATE
OU	0.33
PR	0 63
SC	0 43
CR	0 38
BU	0 40
OF	0 46
PC	0 29

(f) Some overlap between specific categories and the results of other personality and vocational measures is evident and the results of various studies are indicated in Table 11.

Table 11. Correlation of Career Interest Test scores and results from other inventories

Questionnaire	Ou	Pr	Sc	Cr	Bu	Of	Pc
RAMAK[1] VOCATIONAL INTEREST INVENTORY N=35 adult education students							
Business Organisation	-29	13	-23	-16	50	02	04
General Culture	-27	-20	03	19	02	15	29
Service	-28	-19	11	00	22	-29	35
Arts	-24	-19	-28	33	33	-35	24
Outdoor	37	63	-06	-41	-07	-57	-30
Scientific	08	28	26	-19	-18	-24	-25
Technical	-11	36	-02	-07	-07	-21	00
NEW ENGLAND PERSONALITY QUESTIONNAIRE N=20 pupils							
Extraversion	-03	-05	-02	-26	10	28	24
Anxiety	-17	21	-26	-09	18	03	-30
Flexibility	47	07	-04	24	-23	-41	-33
MY VOCATIONAL SITUATION N=26 pupils							
Vocational identity	-20	03	34	09	-47	-12	2-
Occupational information	-22	09	32	23	-05	-24	-18
Barriers	-03	14	-14	25	1-	-19	-11
MARLOW-CROWNE SOCIAL DESIRABILITY N=31 PUPILS							
Social desirability responding	-11	-18	16	-24	12	23	17
PERSONNEL SELECTION TEST N=94 junior high school pupils							
Verbal	-10	-28	-02	10	06	15	20
Numerical	02	-21	-03	03	11	00	08
Spatial	00	00	-14	13	-03	03	00
Total score	-00	-19	-11	11	04	12	12
PERSONNEL SELECTION TEST[1] N=39 adult education students							
Verbal	01	-17	15	52	-39	-12	-02
Numerical	13	01	02	05	-07	-03	-26
Spatial	30	-02	05	-12	-09	02	-18
Total score	21	07	-00	06	-13	-00	-28

Source: CIT Manual 1988, p.32, and unpublished data
[1]Spearman rank correlations

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(g) *Occupational data.* Table 12 lists high scorers and low scorers on the *Career Interest Test* in terms of their occupations. The results are from 70 adult education students. Users should note the significant occupational variations. Accordingly, hard and fast recommendations on the basis of interest pattern or a single high score are not recommended. Finally it is possible that interests are not always fulfilled in the reality of many adult occupational choices.

Table 12. High and low Career Interest Test scores and actual occupations

INTEREST CATEGORY	**Occupations with high scores (12 or more)**	**Occupations with low scores (7 or less)**
OUTDOOR	police officer * customer service * flight attendant * dietitian * human resources * manager employment program * orchestra manager * social worker * records management * solicitor * teacher * telephone sales * accountant * chaplain * electrician * environmental analyst * industrial arts teacher * lecturer * TAFE trainer	chaplain * fitter * health educator * high school teacher * nurse educator * branch manager * human resources * marketing executive * telecom technician * trainer * training administrator * training consultant * civil engineer * commercial teacher * dormitory supervisor * shop employee * workplace trainer * health educator * human resources officer * TAFE teacher * secretary *
PRACTICAL	fitter * high school teacher * electrician * industrial arts teacher * civil engineer * teacher * credit manager * human resources * air traffic control * social worker * teacher * primary teacher *	police officer * telephone sales * chaplain * environmental analyst * clerk * branch manager * human resources * shop employee * teacher * office manager * chaplain * trainer * human resources officer * TAFE teacher * dietitian * manager employment program * records management * actress * nurse educator * dormitory supervisor * lecturer * actor * human resources * music teacher * occupational therapist * visual arts * career counsellor * counsellor * social worker * TAFE teacher * clerk * health educator * customer service * accountant * policy manager * training officer * health educator * training consultant * secretary * commercial teacher * workplace trainer * consultant * nurse educator * theology lecturer * training administrator *

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Table 12 Continued. High and low Career Interest Test scores and actual occupations

INTEREST CATEGORY	Occupations with high scores (12 or more)	Occupations with low scores (7 or less)
SCIENTIFIC	actor * health educator * police officer * training officer *	electrician * air traffic control * manager disability service * clerk * shop employee * dietitian * occupational therapist * social worker * secretary * nurse educator * training administrator * industrial arts teacher * adult educator * telecom technician * human resources officer * records management * actress * human resources * TAFE teacher * accountant * policy manager * training consultant * credit manager * flight attendant * orchestra manager * lecturer * commercial teacher * workplace trainer * TAFE trainer * fincance consultant * project coordinator * office manager * trainer * consultant * civil engineer * management consultant * marketing executive * chaplain * human resources * theology lecturer * manager employment program *
CREATIVE	telecom technician * music teacher * air traffic control * civil engineer * marketing executive * training consultant * training officer * health educator * TAFE teacher * policy manager * commercial teacher * workplace trainer * project coordinator * management consultant * theology lecturer * teacher * nurse educator * industrial arts teacher * actress * flight attendant * chaplain * manager employment program * branch manager * solicitor * telephone sales * career counsellor * counsellor * manager disability service * training administrator * orchestra manager * finance consultant * consultant *	police officer * human resources * primary teacher * lecturer * TAFE trainer * human resources * electrician * clerk * dormitory supervisor * records management * visual arts * adult educator * environmental analyst *
BUSINESS	customer service * trainer * human resources * visual arts * training consultant * nurse educator * TAFE teacher * shop employee * office manager * commercial teacher * workplace trainer * training administrator * human resources officer * clerk * secretary * accountant * clerk * project coordinator * theology lecturer * chaplain * manager employment program * consultant * human resources * lecturer * adult educator * telecom technician * marketing executive * health educator * health educator * social worker * fitter * high school teacher * dormitory supervisor *	teacher * industrial arts teacher * office worker * nurse educator * teacher * human resources * dietitian * police officer * primary teacher * telephone sales * orchestra manager *

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Table 12 Continued. High and low Career Interest Test scores and actual occupations

INTEREST CATEGORY	Occupations with high scores (12 or more)	Occupations with low scores (7 or less)
OFFICE	dormitory supervisor * human resources officer * trainer * records management *	office manager * accountant * clerk * adult educator * health educator * health educator * fitter * high school teacher * training officer * actor * teacher * nurse educator * police officer * telephone sales * training consultant * nurse educator * consultant * actress * career counsellor * counsellor * credit manager * management consultant * branch manager * solicitor * teacher * office worker * customer service * human resources * social worker * chaplain * TAFE teacher * music teacher * manager employment program * civil engineer * air traffic control * chaplain * electrician * flight attendant * industrial arts teacher * social worker * teacher *
PEOPLE CONTACT	secretary * nurse educator * training officer * human resources * TAFE teacher * commercial teacher * workplace trainer * clerk * nurse educator * consultant * customer service * human resources * training administrator * TAFE trainer * primary teacher * adult educator * chaplain * dormitory supervisor * lecturer * dietitian * office manager * accountant * health educator * career counsellor * counsellor * management consultant * branch manager * music teacher * chaplain * social worker *	project coordinator * manager disability service * civil engineer * air traffic control * records management * human resources * telecom technician * solicitor * actor * fitter * high school teacher * teacher *

CONCLUSIONS

The *Career Interest Test* provides a record of seven important career interests for use in vocational counselling. The accuracy of the information from the test is dependent upon the motivations of the person completing the *Career Interest Test*, the extent to which the questions are a fair sample of the categories and the professional administration and scoring of the *Career Interest Test*.

The use of the scores which indicate a person's relative level of interest should be of assistance in reducing the potential range of occupations to be explored. Some way is needed to reduce the 20,000 known occupational titles to a manageable number. The use of an interest survey, however, is recommended as only one aspect of the vocational guidance process. Other sources of information on interests could include stated vocational choices, leisure interests, self-estimates of interests, knowledge and information of activities. Such background information should be used to confirm the results of any interest questionnaire. Users are cautioned not to accept test scores at face value but rather as one indicator of underlying patterns of interests. The advantage of the *Career Interest Test* is that it provides a standardised set of questions that have been specially developed to clarify likes and dislikes. It may provide a starting point for career exploration and for checking on choices.

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Career Interest Test

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This test is used to help you understand your interests. It may show you some kinds of careers you might find satisfying. The next few pages list many jobs, courses and activities. From each pair pick the one you prefer.

Look at each pair. If you prefer the one on the right, put a tick in the right hand square. If you like the answer on the left, put your tick in the left hand square. If you are not really sure what you would like then you should just guess.

Work as quickly as you can. Most people find it easy to complete. At the end you will be given a copy of the results.

Thank you for your help.

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Read each question. Think if you would like the left or right hand answer the most. Mark the square for your answer. If you are not sure, then just guess what is best for you. You have to choose one.

JOBS

1	FARMER	OR	MECHANIC
2	DOCTOR	OR	PILOT
3	ARCHITECT	OR	SCIENTIST
4	SOCIAL WORKER	OR	ARTIST
5	ACCOUNTANT	OR	MANAGER
6	SALES REPRESENTATIVE	OR	CHILD CARE WORKER
7	SURVEYOR	OR	PHARMACIST/CHEMIST
8	JEWELLER	OR	ELECTRICIAN
9	NURSE	OR	PHYSIOTHERAPIST
10	TRAVEL AGENT	OR	MUSICIAN
11	TEACHER	OR	ENGINEER
12	SPORTSMAN/WOMAN	OR	ACTOR/ACTRESS
13	BUSINESS OWNER	OR	ELECTRONICS TECHNICIAN
14	LAWYER	OR	VETERINARIAN
15	LIBRARIAN	OR	JOURNALIST
16	FORESTER	OR	OCCUPATIONAL THERAPIST
17	BANKER	OR	BUILDER
18	COMPUTER PROGRAMMER	OR	DENTIST
19	GREENKEEPER	OR	SHOPKEEPER
20	ECONOMIST	OR	CAREERS ADVISER
21	DRIVER	OR	ACCOUNTANT

COURSES

22	GEOGRAPHY	OR	TECHNICAL DRAWING
23	CHEMISTRY	OR	METALWORK
24	MUSIC	OR	BIOLOGY
25	HOME SCIENCE	OR	POETRY
26	MATHEMATICS	OR	COMMERCE
27	BUSINESS	OR	HEALTH CARE
28	AGRICULTURE	OR	PHYSICS
29	TEXTILES	OR	WOODWORK
30	HISTORY	OR	GEOLOGY
31	ECONOMICS	OR	DRAMA
32	RELIGIOUS STUDIES	OR	ENGINEERING
33	ZOOLOGY	OR	PHOTOGRAPHY
34	RETAILING	OR	PLUMBING
35	POLITICS	OR	BOTANY
36	SECRETARIAL STUDIES	OR	ART
37	ENVIRONMENT	OR	SOCIAL PROBLEMS
38	ACCOUNTANCY	OR	ELECTRONICS
39	COMPUTING	OR	MEDICINE
40	PHYSICAL EDUCATION	OR	ADVERTISING
41	LIBRARIANSHIP	OR	EDUCATION/TEACHING
42	BUILDING	OR	MANAGEMENT

ACTIVITIES

43	LOOK AFTER ANIMALS	***OR***	OPERATE POWER TOOLS
44	EXPERIMENT IN A LAB	***OR***	FIX CARS
45	CREATE A SCULPTURE	***OR***	DISSECT SPECIMENS
46	HELP PEOPLE WITH PROBLEMS	***OR***	SKETCH A SCENE
47	WORK PART TIME IN AN OFFICE	***OR***	SELL CLOTHES IN A SHOP
48	SUPERVISE OTHERS	***OR***	HELP SICK PEOPLE
49	SAIL A BOAT	***OR***	STUDY ASTRONOMY
50	ACT IN A PLAY	***OR***	PRINT A MAGAZINE
51	INTERVIEW PEOPLE	***OR***	WATCH A SCIENCE SHOW
52	DIRECT A PLAY	***OR***	COMPOSE A SONG
53	ANSWER PEOPLE'S ENQUIRIES	***OR***	DISMANTLE SOMETHING
54	GO FISHING	***OR***	TAKE PHOTOGRAPHS
55	PREPARE ADVERTISING	***OR***	RESTORE FURNITURE
56	ADVISE CUSTOMERS	***OR***	COLLECT ROCK SAMPLES
57	PREPARE A RESEARCH REPORT	***OR***	WRITE A STORY
58	GO HIKING/BUSHWALKING	***OR***	PLAY SPORT
59	BE TREASURER FOR A GROUP	***OR***	ASSEMBLE HOBBY KITS
60	HELP IN A LIBRARY	***OR***	COLLECT WEATHER DETAILS
61	DRIVE A TRACTOR	***OR***	MANAGE A SHOP
62	PROGRAM A COMPUTER	***OR***	TRAIN NEW STAFF
63	DO SOME GARDENING	***OR***	TYPE SOME LETTERS

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SCORING KEY FOR GROUP ADMINISTRATION

Place a circle around the option chosen for each question.

Total the number of circled responses for each category.

1	OU	PR
2	SC	OU
3	CR	PR
4	PC	CR
5	OF	BU
6	BU	PC
7	OU	SC
8	CR	PR
9	PC	SC
10	BU	CR
11	PC	PR
12	OU	CR
13	BU	PR
14	BU	SC
15	OF	CR
16	OU	PC
17	OF	PR
18	OF	SC
19	OU	BU
20	OF	PC
21	PR	OF

22	OU	PR
23	SC	OU
24	CR	PR
25	PC	CR
26	OF	BU
27	BU	PC
28	OU	SC
29	CR	PR
30	PC	SC
31	BU	CR
32	PC	PR
33	OU	CR
34	BU	PR
35	BU	SC
36	OF	CR
37	OU	PC
38	OF	PR
39	OF	SC
40	OU	BU
41	OF	PC
42	PR	OF

43	OU	PR
44	SC	OU
45	CR	PR
46	PC	CR
47	OF	BU
48	BU	PC
49	OU	SC
50	CR	PR
51	PC	SC
52	BU	CR
53	PC	PR
54	OU	CR
55	BU	PR
56	BU	SC
57	OF	CR
58	OU	PC
59	OF	PR
60	OF	SC
61	OU	BU
62	OF	PC
63	PR	OF

TOTAL ____OU____PR____SC____CR____BU____OF____PC

SCORING KEY FOR INDIVIDUAL ADMINISTRATION:

Place a tally mark in the square for 1 if the first option is chosen.

Place a tally mark in the square for 2 if the second option is chosen.

			OU	PR	SC	CR	BU	OF	PC
1	*22*	*43*	**1**	**2**					
2	*23*	*44*	**2**		**1**				
3	*24*	*45*		**2**		**1**			
4	*25*	*46*					**2**		**1**
5	*26*	*47*						**1**	**2**
6	*27*	*48*					**1**		**2**
7	*28*	*49*	**1**		**2**				
8	*29*	*50*		**2**		**1**			
9	*30*	*51*			**2**				**1**
10	*31*	*52*				**2**	**1**		
11	*32*	*53*		**2**					**1**
12	*33*	*54*	**1**			**2**			
13	*34*	*55*		**2**			**1**		
14	*35*	*56*			**2**		**1**		
15	*36*	*57*				**2**		**1**	
16	*37*	*58*	**1**						**2**
17	*38*	*59*		**2**				**1**	
18	*39*	*60*			**2**			**1**	
19	*40*	*61*	**1**				**2**		
20	*41*	*62*						**1**	**2**
21	*42*	*63*		**1**				**2**	
TOTAL									

Personal Profile

Name _____

Date _____

This profile is a summary of your scores on the seven work interest categories of the Careers Interest Test. Descriptions of these categories are listed on the next page.

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Interest Profile

This profile shows a graph of your interests in seven work or career activities. High scores show the type of activities you like best. More than one high score indicates a combination of interests. Low scores should also be considered since they show activities that you probably do not enjoy right now.

Use your two or three highest scores to help you find jobs that match your interests. Look in the Career Interest Guide that comes with this test.

Interest Categories

Read these descriptions to give you an understanding of the different types of work. The occupations named in each category are only examples.

OUTDOOR Outdoor interest means that you like to work and move about outside. It also involves caring for animals and growing things. Farmers, foresters, landscape gardeners, surveyors, and sportsmen/ sportswomen are among those high in outdoor interests.

PRACTICAL Practical interest means that you like to work mainly with tools and equipment, making and fixing things as well as operating machines. Jobs in this area include pilots, factory workers, technicians, and engineers.

SCIENTIFIC Scientific interest means that you like to discover ideas, observe, investigate and experiment. It includes medical and health occupations. Doctors, pharmacists, zoologists, dentists, chemists, physicists have high scientific interests.

CREATIVE A creative interest means that you like to express yourself. It includes artistic, musical, and literary occupations. An artistic interest shows that you like to design and create objects, appreciate beautiful things practise design, or decorate things around you. Artists, photographers, signwriters, and designers all do 'artistic' work. Musical interest means you like composing, dancing, singing, or playing musical instruments. Dancers, musicians, and entertainers have musical interests. Literary interest means that you like books, writing, and dealing with ideas. Literary jobs include actors, writers, editors, reporters and advertising jobs.

BUSINESS Business interest means that you like meeting people, talking, discussing, and leading others such as in law, politics, buying and selling. It also involves business relations with people, as with travel agents, shopkeepers, executives, and managers.

OFFICE An interest in office work means you like working indoors, and clerical tasks which involve organising and being accurate. It can involve planning and controlling. Clerical jobs such as secretary, office worker, receptionist, bank clerk, or computer operator are in this category. An interest in office work also means you like to work with numbers and do calculations such as in finance or statistics. A high interest in this area means that you might like such office jobs as computer programmer, barrister, or economist.

PEOPLE CONTACT An interest in people contact means that you like to work mainly with people or that you are concerned about their social welfare. The work of teachers, nurses, police officers, and welfare workers involves a great deal of personal contact. An interest in working with people can also include jobs such as sales, cashiers, waiters, and secretaries.

Further Action

Interests are important because they show what you like to do. They also offer clues about your abilities and what you prefer from a career. When you work in a career that really interests you then you have more knowledge, you are satisfied and you become involved in your work. Time can pass easily and without problem when you are doing something that is of personal interest.

Think about the pattern of your interests, for instance the categories that were highest and lowest. These show what work you may or may not like to do, what things you may or may not like to learn about and how you would or would not like to spend your time. Your interests say something about the sort of person that you are.

Some people say that interests lead to satisfaction in a career. Of course, there are many other factors to consider and you might want to ask for some advice from your careers adviser, counsellor or employment officer. If two careers, however, are almost identical in the education or training that is needed and if they offer you the same things in life and if they have similar working conditions, then maybe you should choose the one that interests you the most.

If you are choosing a career or occupation then you might want to consider these seven easy steps. They may take some time so don't be in a hurry.

- **Step 1.** List your highest ranking interest first of all, then your second and maybe your third highest interest. Check whether your current occupation or your planned career matches your highest interests.
- **Step 2.** Check which other occupations match your interests. Make a list of the occupations that really interest you. Use this classification of occupations to help you make a small list.
- **Step 3.** If you need to, read or find out something more about these occupations. Make sure that you are able to cope with these occupations. Check that you have the aptitude or the ability to do this work. Use the information from publications like the Job Guide or other careers information. Now cross out from your list any occupations that are unsuitable for you.
- **Step 5.** Next make a list of what things you want from a career. Check whether these occupations offer you what you want. Cross out from your list any occupations that appear unsuitable.
- **Step 6.** You should now have a short list of occupations that match your interests, your abilities and which offer you what you value.
- **Step 7.** If you have more than one occupation in your list then you can compare all the occupations to see which one(s) you prefer most. Just compare the first with every other one and count the number of times you choose it. Then compare the second occupation with every other one and then count the number of times you chose the second occupation. Then do this for the third occupation and so on. See which occupation was chosen most of all. Make this your first choice.

If you are not sure what you have to do then just ask your careers adviser, counsellor or employment officer for some help. They are trained to help job-seekers and can suggest other factors you might want to consider.

Remember that your interests will change. They are only a small part of helping you decide about occupations. Abilities, opportunities and personal circumstances will also determine what you do. You can obtain further information about jobs and careers from your careers adviser, university career centre, TAFE institute, employment or other vocational services. There are also helpful books on careers, valuable job guides and many web-sites for job-seekers. I wish you well in your choice of careers.

- Job Guide (Department of Education Training & Youth Affairs)
- What Colour is Your Parachute? (Ten Speed Press)
- Job Prospects (New Hobsons Press)
- What Jobs Pay? (New Hobsons Press)

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Career Interest Guide

A CLASSIFICATION OF OCCUPATIONS BY INTEREST CATEGORIES

Listed below are many jobs and careers. They have been grouped into seven interest categories: Outdoor, Practical, Scientific, Creative, People Contact, Business, and Office.

To find the type of work you want, read through the different occupations in the job categories which match your interests.

As you will see, each category has been divided into four areas that indicate the training, education, or experience that each requires. The four areas are Degree/Diploma, Certificate, Trade, or Other (that is, jobs where experience may be important or where there are other qualifications). Check that these qualifications are still current and apply in your State. Please note also that occupations, educational levels, and categories may vary.

OUTDOOR

Degree/Diploma

Agricultural occupations * Anthropologist * Archaeologist * Cartographer * Civil engineer * Defence forces * Forester * Geographer * Geologist * Geophysicist * Health surveyor * Horticulture * Journalist * Marine scientist * Marine surveyor * Meteorologist * Naturalist * Pilot * Police officer * Recreation officer * Surveyor * Telecommunications * Veterinary scientist * Viticulture

Certificate

Agricultural occupations * Ambulance work * Animal care * Builder * Cartographer * Health surveyor * Horticultural occupations * Landscape gardener * Mining occupations

Trade

Agricultural occupations * Boat building * Bricklaying * Building trades * Defence forces * Farm apprentice * Gardening * Greenkeeping * Jockey * Merchant navy * Nurseryman/nurserywoman * Plant mechanics * Roof tiling * Shipbuilding * Signwriting * Stonemasonry * Wood processing occupations

Other

Agricultural occupations * Ambulance work * Animal attendant * Back hoe/Front end loader operator * Beach inspector * Brewery delivery driver * Bricklayer's labourer * Builder's labourer * Bulldozer operator * Bus driver * Coach driver * Concrete worker * Courier * Crane operator * Dairy worker * Defence forces * Diver * Dog attendant * Dog trainer * Driver's offsider * Driving instructor * Farmer * Farmhand * Fire fighter * Forester * Fruit picker * Furniture removalist * Garbage collector * Groundsman/woman * Hire car driver * Horticultural occupations * Journalist * Merchant navy * Meteorological observer * Milk deliverer/vendor * Park ranger * Parking patrol officer * Photographer * Pilot * Postman/woman * Public transport occupations * Railway guard * Railway station assistant * Rigger and scaffolder * Rubbish removalist * Security officer * Shearing * Steward/Stewardess * Stockowner * Strapper/jockey * Taxi driver * Tow truck operator * Train driver * Veterinary nurse * Window cleaner * Wood processing occupations * Viticulture

PRACTICAL

Degree/Diploma

Aeronautical engineer * Ceramics engineer * Chemical engineer * Civil engineer * Defence forces * Draftsperson * Electrical engineer * Electronics engineer * Food technologist * Flight engineer * Home economist * Industrial arts teacher * Industrial engineer * Laboratory technician * Marine engineer *

Mechanical engineer * Medical technologist * Mining engineer * Naturalist * Occupational therapist * Structural engineer * Telecommunications

Certificate
Broadcast maintenance technician * Building technician * Caterer * Chemical technician * Computer service technician * Draftsperson * Dressmaking * Driller * Engineering technicians * Film production occupations * Geological/geophysical technician * Jeweller * Laboratory assistant * Meteorology technical officer * Non-destructive testing technician * Panel operating * Photography * Plastics production occupations * Radio operator * Survey drafting occupations * Telecommunications technician

Trade
Aircraft instrument mechanic * Aircraft maintenance engineering * Apparel plant mechanic * Baker * Blacksmith * Boat builder * Bookbinder * Boilermaker * Brake mechanic * Business equipment serviceman/woman * Butcher * Cabinetmaker * Canvas and rope goods occupations * Carpenter * Clicker * Compositor * Computer service technician * Cook * Coppersmith * Cutter * Defence forces * Dental technician * Electrical fitter * Electroplater * Fitter and machinist * Footwear manufacturing trades * French polisher * Glass industry trades * Knitting machine mechanic * Lift mechanic * Locksmith * Meat industry trades * Metal industry trades * Milliner * Motor cycle mechanic * Motor mechanic * Moulding * Orthopaedic technician * Painter and decorator * Panelbeater * Pastrycook * Plasterer * Plastics industry trades * Plumber * Printer and associated trades * Radio trades * Roof tiler and slater * Saw doctor * Shipbuilder * Shoe repairer * Small goods manufacturer * Tailor * Toolmaker * Toolsetter * Upholsterer * Wall and floor tiler * Welder

Other
Air traffic controller * Automotive replacement spare parts sales * Car detailer * Carpet layer * Cleaner * Dairy products industry occupations * Defence forces * Defence forces * Dry cleaner * Engraver * Factory hand * Fibreglass worker * Film equipment operator * Fisherman * Flight attendant * Florist * Footwear manufacturing occupations * Fork lift driver * Furnace operator * Garbage collector * Glazier * Housemaid/houseman * Laundry worker * Line serviceman/servicewoman * Meat packer * Miner * Panel operator * Pest controller * Photograph processor * Piano tuner * Picture framer * Projectionist * Radio operator * Shotblaster * Slaughterman/woman * Small goods manufacturing occupations * Steward/stewardess * Storeman/woman and packer * TV equipment operator * Ticketwriter * Tracer * Tyre fitter * Vehicle assembly worker * Welder * Winemaker

SCIENTIFIC
Degree/Diploma
Anatomist * Agricultural scientist * Astronomer * Audiologist * Bacteriologist * Biochemist * Biologist * Biometrician * Biophysicist * Botanist * Chemist * Chiropractor * Dentist * Dietitian * Doctor * Ecologist * Entomologist * Forensic biologist * Geneticist * Geologist * Geophysicist * Gemmologist * Haematologist * Health surveyor * Hospital pharmacist * Industrial chemist * Laboratory technician * Marine scientist * Mathematician * Medical technologist * Metallurgist * Meteorologist * Microbiologist * Naturalist * Naturopath * Nuclear physicist * Nurse * Occupational therapist * Optometrist * Orthodontist * Orthoptics * Osteopath * Parasitologist * Pharmacist * Pharmacologist * Physicist * Physiologist * Physiotherapist * Podiatrist * Radiographer * Veterinary scientist * Zoologist

Certificate
Animal technician * Ambulance officer * Audiometrist * Biological technician * Chemical technician * Engineering technician * Food technology technician * Health surveyor * Laboratory assistant * Meat inspector * Nursing aide * Optical dispenser * Pathology technician

Trade
Dental technician * Optical mechanics * Orthopaedic technician

Other
Ambulance officer * Animal attendant * Dental assistant * Diet aide * Meteorological occupations * Nursing aide * Trichologist

CREATIVE

Degree/Diploma

Actor * Advertising executive * Architect * Art teacher * Editor * Fashion designer * Film production occupations * Gallery director * Industrial designer * Interior designer * Interpreter * Journalist * Landscape architect * Librarian * Musician * Music teacher * Naval architect * Public relations officer * Publisher * Sculptor * Textile and design occupations * Town planner * Translator

Certificate

Advertising occupations * Commercial artist * Draftsperson * Interior decorator * Landscape gardener * Library assistant * Panel operator * Photographer * Television broadcasting occupations

Trade

Cook * Coppersmith * French polisher * Gardener * Hairdresser * Jeweller * Milliner * Painter and decorator * Pastrycook * Scientific instrument maker * Signwriter * Stonemason * Tailor * Upholsterer * Wall and floor tiler * Wood turner

Other

Actor * Advertising occupations * Animator * Announcer * Art restorer * Beauty care * Book editor * Commercial artist * Conservator * Copywriter * Cosmetician * Director TV and film * Display person * Diversional therapist * Dressmaker * Fashion co-ordinator * Film equipment operator * Florist * Jeweller * Journalist * Make-up artist * Model * Musician * Music teacher * Panel operator * Piano tuner * Producer TV and film * Radio announcer * Radio broadcasting occupations * Screenprinter * Scriptwriter * Sculptor * Ticketwriting * Tracer * Woodcarver

BUSINESS

Degree/Diploma

Accountant * Administrator * Advertising executive * Banker * Barrister * Clerk * Economist * Home economist * Hotel/motel manager * Industrial officer * Personnel officer * Public relations officer * Publisher * Solicitor * Travel agent

Certificate

Advertising occupations * Banking occupations * Clerk * Demonstrator * Home economist * Hotel/motel manager * Insurance agent * Personnel officer * Purchasing officer * Retail manager * Sales representative * Stock and station agent

Trade

Butcher * Hairdresser * Waiting

Other

Advertising occupations * Auctioneer * Automotive replacement parts sales * Car sales representative * Cashier * Checkout operator * Clerk * Fashion buyer * Fashion co-ordinator * Fast food sales assistant * Dispensary assistant * Florist * Hardware sales assistants * Insurance agent * Law clerk * Newsagent * Passenger service Officer * Pet shop assistant * Public relations officer * Publisher * Sales representative * Shop assistant * Travel consultant

OFFICE

Degree/Diploma

Accountant * Actuary * Administrator * Agricultural economist * Archivist * Banker * Barrister * Clerk * Company secretary * Computer programmer * Diplomat * Economist * Hospital administrator * Hotel manager * Industrial relations officer * Insurance occupations * Librarian * Local government occupations * Mathematician * Medical records administrator * Nurse administrator * Personnel officer * Private secretary * Public service careers * Publisher * Purchasing officer * School principal * Statistician * Stockbroker * Systems analyst * Travel agent

Certificate

Assistant accountant * Administrator * Advertising occupations * Banking occupations * Customs agent * Hospital administrator * Hotel/motel manager * Insurance clerk * Library assistant * Library technician * Local government clerk * Personnel clerk * Private secretary * Public service clerk * Real estate agent *

Retail clerk

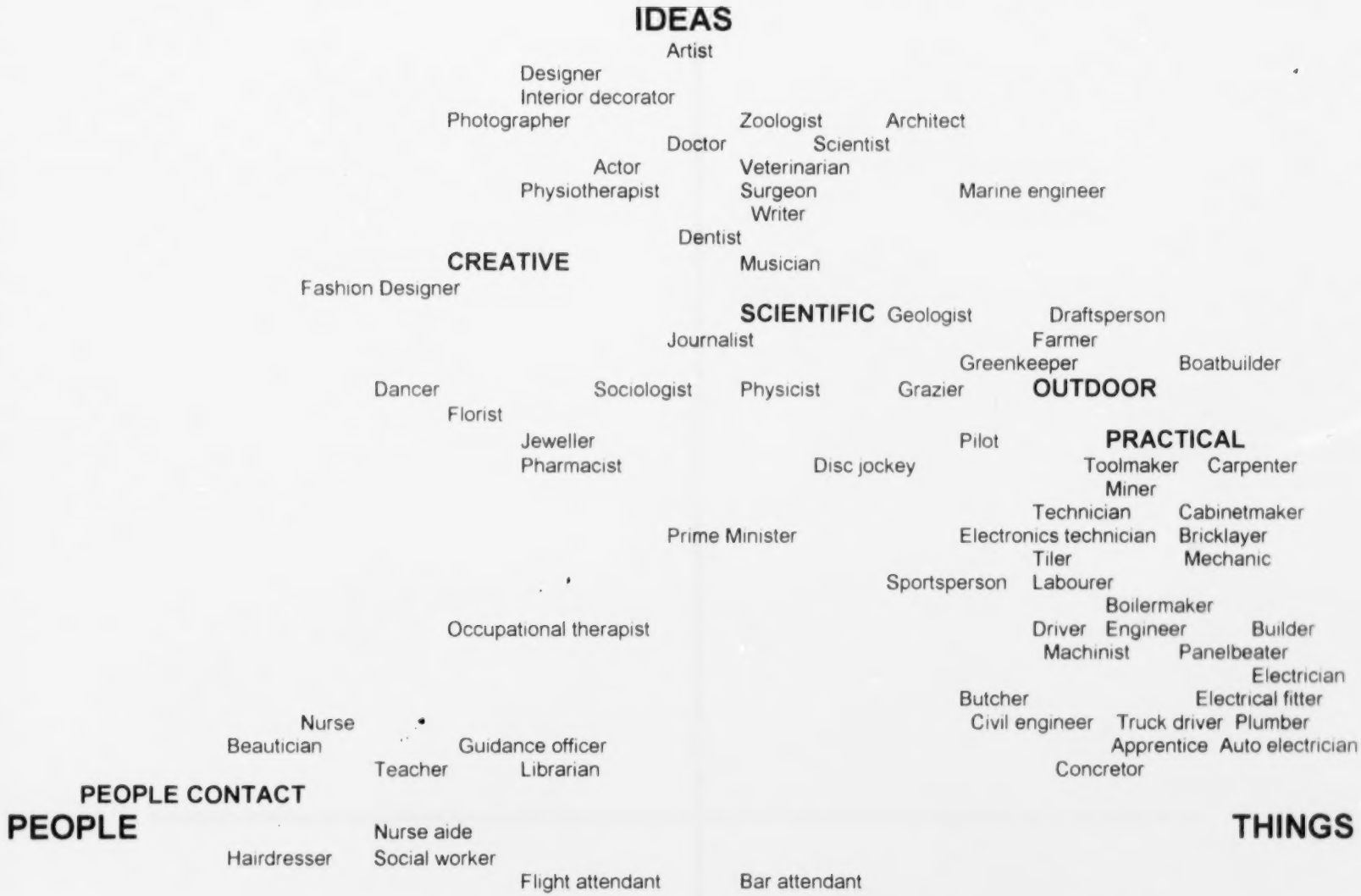
Other
Banking occupations * Book editor * Clerical assistant * Computer operator * Court attendant * Court reporter * Customs clerk * Data entry operator * Hansard reporter * Law clerk * Postal clerk * Railway station assistant * Receptionist * Shipping clerk * Telephonist * Tracer * Word processor operator

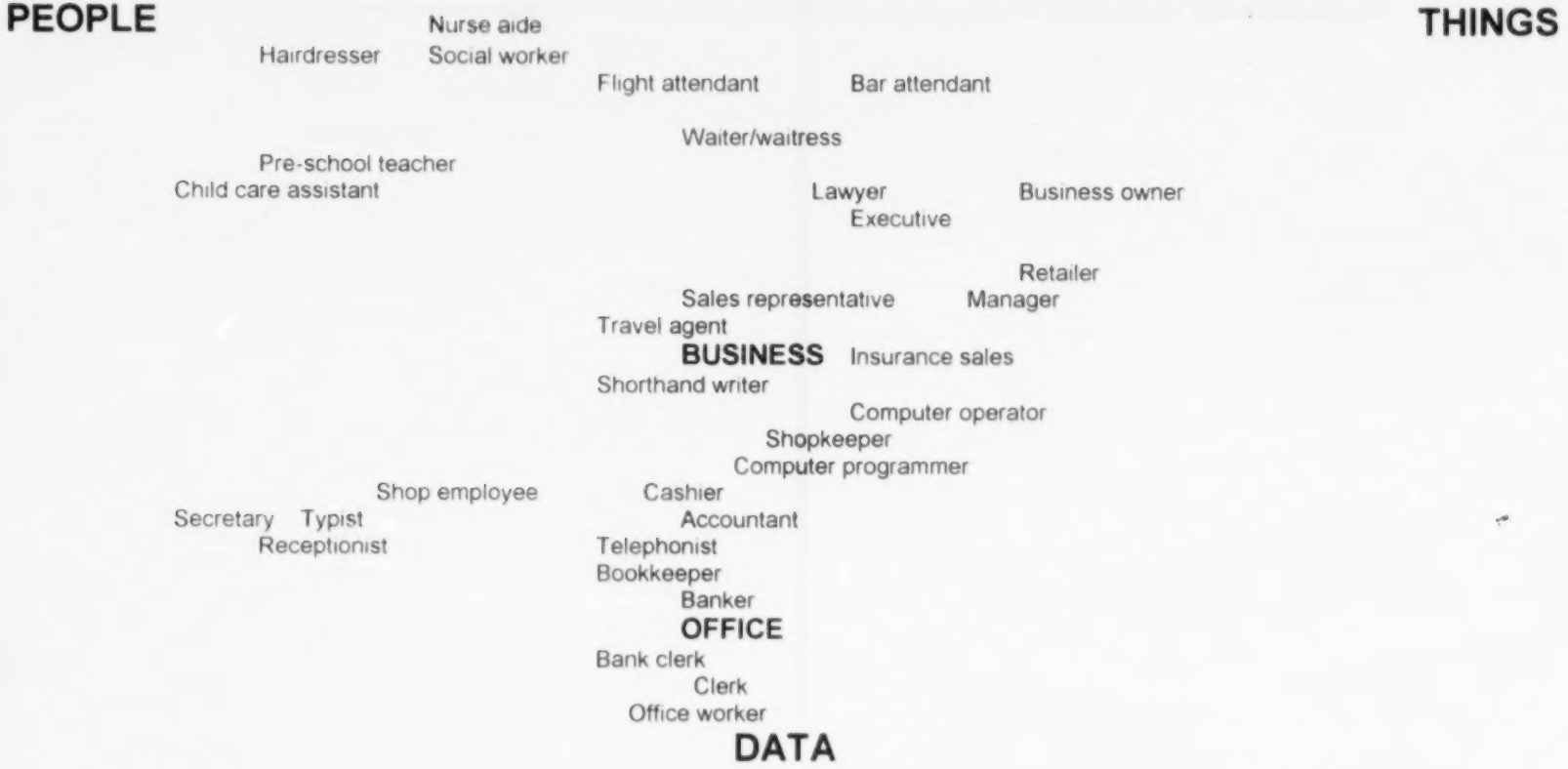
PEOPLE CONTACT
Degree/Diploma
Anthropologist * Art teacher * Audiologist * Barrister * Child care assistant * Counsellor * Dentist * Doctor * Hotel manager * Industrial relations officer * Interpreter * Librarian * Nurse * Nurse educator * Occupational therapist * Optometrist * Personnel manager * Pharmacist * Physiotherapist * Pre-school teacher * Probation and parole officer * Psychiatric nurse * Psychologist * Rehabilitation counsellor * Social worker * Special or remedial teacher * Sociologist * Speech pathologist * Teacher * Welfare worker

Certificate
Audiometry * Banking occupations * Child care assistant * Hospital administrator * Hotel/motel manager * Insurance agent * Library assistant * Nurse aide * Personnel clerk * Welfare worker

Trade
Waiting

Other
Ambulance officer * Banking occupations * Bar attendant * Beautician * Checkout operator * Dental chairside assistant * Diversional therapist * Flight attendant * Gym instructor * Insurance agent * Minister/Priest * Model * Physical fitness instructor * Police officer * Prison officer * Public relations officer * Receptionist * Recreation worker * Sales assistant * Steward/stewardess * Telephonist * Tour guide * Usher/usherette


IDEAS
Artist
Designer
Interior decorator
Photographer
Zoologist
Architect
Doctor
Scientist
Actor
Veterinarian
Physiotherapist
Surgeon
Marine engineer
Writer
Dentist
CREATIVE
Musician
Fashion Designer
SCIENTIFIC
Geologist
Draftsperson
Journalist
Farmer
Greenkeeper
Boatbuilder
Dancer
Sociologist
Physicist
Grazier
OUTDOOR
Florist
Jeweller
Pilot
PRACTICAL
Pharmacist
Disc jockey
Toolmaker
Carpenter
Miner
Technician
Cabinetmaker
Prime Minister
Electronics technician
Bricklayer
Tiler
Mechanic
Sportsperson
Labourer
Boilermaker
Occupational therapist
Driver
Engineer
Builder
Machinist
Panelbeater
Electrician
Butcher
Electrical fitter
Nurse
Civil engineer
Truck driver
Plumber
Beautician
Guidance officer
Apprentice
Auto electrician
Teacher
Librarian
Concretor
PEOPLE CONTACT
PEOPLE
THINGS
Nurse aide
Hairdresser
Social worker
Flight attendant
Bar attendant



A WORLD OF WORK MAP SHOWING OCCUPATIONS AND INTERESTS

Occasional Papers

No. 1. Vocational achievements following spinal cord injury in Australia, August, 1994

No 2. Validity of self-estimates of career interests under matching and non-matching conditions, September 1994

No. 3. Combining school and work - new pathways for learning in Australia, October 1995

No. 4. Examining the validity of Azrin's Job Club methodology as a way of increasing job seeking behaviour and vocational achievements of unemployed persons with spinal cord injury: a case study, February 1996

No. 5. Evaluating the effectiveness of multimedia based learning, July 1998 ED 419 958

No. 6. Repeated judgements of interest in vocational education: A lens model analysis, July 1998 ED 419 959

No. 7. Using a career interest card sort for vocational assessment and counselling, July 1998 ED 419 960

No. 8. The dimensions of vocational interests: A study of Australian high school students, August 1999

No. 9. An evaluation of a model of domain learning: some preliminary data on the effects of students' knowledge, interest and strategies in the acclimation stage of learning, August 1999 ED TM030137

No. 10. Analysis of responses to vocational interest items: A study of Australian high school students, August 1999

No. 11. A standardised method for investigating learning in music therapy, December 1999 ED TM030604

No. 12. A brief, free and standardised assessment of interests for use in educational and vocational guidance. March 2000.

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This report is a draft for inter-office circulation. Comments and criticisms are invited.
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Jim.Athanasou@uts.edu.au